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MONTANA JUN 1 1961

MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Edgar H. Reeder, Chairman
Howard N. Hebert, Commissioner — Mitchell Building — P. O. Box 1728 — Helena, Montana — George A. Morrison, Commissioner

FL. 218. APRIL-MAY, 1961

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April Employment Total Shows Moderate Increase

The start of the seasonal upswing in Montana's diverse labor markets added 3,200 workers to industrial and commercial payrolls from March to April for a total of 163,400 non-farm wage earners. Compared with the increase between these two months in years past, the expansion this year is short of the normal seasonal advance. Last year, employment expanded 7,300 between March and April. The wage earner gain between these two points in 1959 was 6,300; and during the recession period of 1958, the increase was 5,900. Last month's gain fell 2,200 short of the average March to April employment rise of 5,400 of the past ten years. The reason for the low growth total this year centers chiefly in the construction industry. A mild winter allowed about 3,000 more construction workers to remain on jobs throughout the winter months. Traditionally, these workers are among the first to be laid off when winter begins and the first to be recalled to work when spring arrives.

Seasonal Patterns Active

The employment gain over March is chiefly the result of seasonal influences. These fairly consistent annual forces bring employment expansion in construction, lumbering and logging, retail trade, service industries, and government. They continue to beef up employment totals through the spring and summer months until September. Then the reverse trend sets in, and the entire economic cycle begins all over again. All the major industrial groups recorded employment advances from March with the exception of finance, insurance, and real estate, where payroll numbers remained the same.

"HIRE NOW—IF THEY WORK, YOU PROFIT" 19,000 WAITING FOR BACK-TO-WORK CALL

Montana is actively participating in a nation-wide "HIRE NOW" campaign to get the unemployed back to work as soon as possible. As April ended, 19,073 workers were registered with the state's 22 local employment offices. Of this number, 7,000 were not claiming unemployment compensation benefits. The complexion of unemployment represented a cross-section of all occupations. This persistence of high unemployment during times of high employment is a paradox which is not Montana's alone. It has been puzzling government economists for several years. It is a problem which calls for concerted and positive action on the part of all the employers, labor organizations and other community groups.

Contractors Add 900 to Payrolls

Contractors on a variety of construction jobs throughout the state employed 11,300 workers, 900 more in April than in March and 1,100 more than a year ago. Much of the increase over last year is attributed to the start of several multi-million dollar federal projects and an expanded highway program. Despite the improving employment situation, some building craftsmen are still idle. Many large building projects have been completed, and some are near the finish stage. Many smaller building projects are now in planning stages and should develop into employment opportunities later this summer, but not with the force of last year. The influx of migrant workers to areas of missile site and dam projects is only adding to Montana's current labor surplus. Many of the new arrivals are unskilled workers who find only disappointment and no jobs when they arrive. Earlier and over-optimistic projections by some sources of the employment potential on the federal projects is chiefly to blame for the in-migration of these out-of-state workers.

Metal Mining Down—Oil Up

Improving copper prices have so far had little effect in lifting metal mining employment. Metal mining payrolls were minus 1,000 workers from last April. State-wide metal mining totals have leveled off at 3,900. Where they go from here is still a matter for conjecture. Later this year, American Chrome Company's contract with the Developing Materials Procurement Agency for producing and stock piling 900,000 tons of chrome concentrate will expire. After that time, continued operation of the company's plant at Nye may well depend upon the economic practicability of producing ferrochrome for commercial markets. Predominantly a rural economy, Stillwater County has benefited immensely from the presence of this industry during the last eight years.

Petroleum and natural gas production was the only industry in the mining group to record employment gains over a year ago. Increased exploration, drilling, and other services provided 400 more jobs this year than last.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1) Mar 1961	2) Feb 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960
3) All Manufacturing	3.1	2.8	*	1.7	1.4	2.6	3.7	4.5	4.9	1.3	.8	1.2	1.9	2.8	2.4
Durable Goods	3.3	3.5	*	1.7	1.4	3.0	4.5	6.3	5.9	.9	.9	1.1	2.9	4.0	3.4
Primary Metal	.9	5.6	*	.2	.8	4.8	4.0	9.0	4.0	.9	.6	1.1	2.4	5.8	.8
3) Nondurable Goods	2.6	1.5	2.7	1.9	1.3	2.1	2.3	1.5	3.2	1.8	.7	1.4	.1	.6	.8
All Mining	4.4	3.7	11.7	1.7	1.2	2.2	5.9	4.9	16.0	1.8	1.0	9.8	2.6	1.5	4.4
Metal Mining	3.8	4.1	18.0	.2	.1	1.3	5.0	4.9	23.5	1.5	.6	15.6	1.8	.9	6.3

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.
4) Data not available due to strike in metal mining and primary metals a year ago. *Not Available

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Along the Hiring Line—Field Summary, April 1

ANACONDA, Deer Lodge, Philipsburg—(645 jobseekers, 45 new, 540 men, 105 women). Smelter employment starting to stabilize after March layoffs of 68 workers; present work force around 2,500. Employment levels expected to remain the same until metal market picture betters. New shopping center to open April 12 will highlight spring upturn in trade and service employment. Steel mill plans still indefinite, but hopeful.

BILLINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(3,545 jobseekers, 671 new, 2,609 men, 936 women). Employment patterns began to brighten in both industry and agriculture. Yellowtail Dam project center of interest on construction scene; about 65 employed at present including Bureau of Reclamation personnel. Work force may expand to 500 by fall. Variety of building construction in Billings proper includes homes, commercial structures, and parking garage. Trade and service employment shows good uptrends sparked by opening of expanded facilities at west side shopping plaza. Some railroad workers recalled, but no new hires expected during next 30-60 days.

BOZEMAN, Ennis, Three Forks, Trident—(570 jobseekers, 107 new, 431 men, 107 women). Area sawmills operating at good pace, but logging still slowed by spring breakup conditions and load limits. Good progress noted on highway and building projects. Labor supply adequate to meet all demands. Street improvement project involving 27 blocks to start early in April. 15 workers employed at new talc processing mill near Three Forks. Steady trends noted in trade and service units.

BUTTE, Virginia City, Whitehall—(2,127 jobseekers, 162 new, 1,532 men, 162 women). Brighter aspects of labor market include reaopening of Leonard Mine with 60 presently employed. Potential employment of 300 miners expected late this year or early 1962 after development work completed. Building and heavy construction also on uptrend. Trade and service volume lagging, but pickup forecast next 30 days. Demand increasing for clerical and office personnel.

CUT BANK—(467 jobseekers, 46 new, 372 men, 95 women). One-third of area job seekers are Indians seeking seasonal work. Surplus of both skilled and unskilled workers should be erased as construction work expands. Many workers leaving the area with hope of eventual employment on missile base sites near Great Falls and Lewistown. No major construction starts in immediate Cut Bank area as yet. Oil field activity fairly steady. Calving and lambing about half done.

DILLON—(290 jobseekers, 61 new, 209 men, 81 women). Most early farm work in full swing with good demand for workers. Increased demand for experienced lambers forecast next 30 days. Construction of new livestock pavilion progressing with completion scheduled by late July. Contracts let for two and one-half million dollars in road and bridge construction in county with work to start by mid-April. Building construction and remodeling projects keeping skilled craftsmen busy.

GLASGOW, Fort Peck, Malta, Opheim—(990 jobseekers, 105 new, 726 men, 264 women). Industry hiring continues to advance with most March job orders coming from main street establishments. New retail store opened during the month providing job openings chiefly for women. Construction activity still slow pending contract awards and other factors. Large surplus of workers in most trade classifications. Start of spring farm work created some temporary shortages.

GLENDIVE, Circle, Wibaux—(359 jobseekers, 76 new, 277 men, 82 women). March hiring patterns still at low levels, but with some employment increases in trade industries. Construction activity slowed after completion of some projects; no new starts scheduled until after April 1. Shopping center, bank, and high school on summer building program agenda. Surplus of oil field workers as drilling and field service operations diminished during winter.

GREAT FALLS, Choteau, Fort Benton, Stanford—(2,822 jobseekers, 582 new, 1,992 men, 830 women). Trade industries provided nearly one-half of March job openings. Demand for clerical and sales personnel should increase as summer work season advances. Construction hiring two-thirds higher than a year ago sparked by preliminary work on missile site bases. Work force totals 100 and should reach 1,500 by late July. In-migration of workers contonues to add to labor surplus.

HAMILTON, Stevensville—(692 jobseekers, 52 new, 571 men, 121 women). Despite surplus of about 400 logging and construction workers, upswing in other areas of hiring resulted in worker callbacks. Good demand noted for clerical workers. Forest service crews shaping up for summer season. No new construction projects current, but some slated for start during April.

HAVRE, Chinook, Harlem—(614 jobseekers, 42 new, 490 men, 124 women). Activity in construction and trade industries lags behind last year with construction at half of year ago volume. Building construction chiefly in shape of home building, remodeling, and two college structures which are three-fourths complete. Railroad employment prospects dim at this time.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(951 jobseekers, 191 new, 705 men, 246 women). Increased hiring in construction, trade, service industries shaped March labor market patterns. Smelter employment at East Helena still on reduced basis with no present signs of immediate increase. Demand for qualified stenographers and other office help continues to exceed supply. Lumber and sawmill employment at low levels, but upturn expected by mid April.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(2,576 jobseekers, 118 new, 2,087 men, 489 women). Labor surplus of over 2,500; mainly in logging, construction, and service industry classifications. Improvement in lumber prices brought some resumption and expansion in operations at most area sawmills. Building construction picking up with $160,000 Kalispell motel and Columbia Falls bowling alley among new projects. Renovation of Hungry Horse Reservoir log boom also underway.

LEWISTOWN, Harlowton, Ryegate, Winnet—(502 jobseekers, 162 new, 407 men, 95 women). Construction workers being recalled to former employment but very few

LABOR MARKET INDICATORS

Employment—	Apr. 1961	Mar. 1961	Apr. 1960	Apr.-Avg. 1952-61
Industrial Employment	163,400	160,200	163,400	158,000
New Job Applicants	3,586	3,220	4,504	3,424
Job Applicants, End of Month	19,073	21,798	16,153	11,921
Insured Unemployment, Week of	**May 5 1961**	**Apr. 7 1961**	**May 6 1960**	**Avg. 1st May Wk. 1957-61**
New and Renewal Claims	831	1,258	1,105	742
Unemployed Weeks Filed	10,667	14,621	8,987	9,112
Total Unemployment Claims	11,498	15,879	10,092	9,854

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)*

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1953	147.1	145.9	147.9	151.5	155.2	161.0	162.2	164.1	163.2	162.2	159.9	157.9	156.5
1954	148.8	147.6	149.4	153.4	158.0	164.1	166.6	167.8	157.1	156.1	160.3	158.0	157.2
1955	150.6	149.0	149.6	155.6	160.7	169.2	170.6	172.9	171.7	168.3	164.7	162.7	162.1
1956	156.6	154.4	156.3	163.0	169.3	177.4	177.4	179.8	177.2	174.6	170.4	166.7	168.6
1957	156.8	155.0	156.8	161.3	166.0	172.0	174.2	174.2	170.8	167.4	163.2	159.9	164.8
1958	153.1	150.3	150.5	156.4	162.4	167.1	170.2	172.2	170.0	168.8	165.8	162.4	162.4
1959	155.3	153.2	155.9	162.2	167.5	174.0	177.5	179.2	169.9	165.6	161.5	159.4	165.1
1960	152.7	152.5	156.1	163.4	167.9	175.2	176.3	176.3	174.8	171.5	168.0	165.2	166.6
1961	160.9	159.8	160.2	163.4**									

* Estimates revised on the basis of more complete and accurate figures for industry segments not covered under the Unemployment Insurance Program. **Preliminary Estimate.

Along the Hiring Line—Field Summary, April 1

hires noted. Hiring should increase in April with start of three road projects and city street repair. Only limited hiring expected on missile silo projects during next 30 days. Full scale production resumed at brick and tile yard with recall of 12 workers. Farm hiring double that of a year ago.

LIVINGSTON, Big Timber—(684 jobseekers, 90 new, 505 men, 179 women). Mild weather allowed construction projects to advance during March. About 100 men working on interstate highway on two-shift basis. Overpass and bridge construction making fairly good progress. Employment in logging and sawmills starting to rise, but with occasional suspensions because of spring breakup conditions.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(525 jobseekers, 69 new, 420 men, 105 women). Despite ideal weather, building and road jobs slow in starting. Farm labor demand still slow and some worker resistance noted to wage scales. Inmigration of workers not in volume of last year. Farm worker shortages could develop as season advances.

MISSOULA, Arlee, Drummond, Superior—(1,234 jobseekers, 312 new, 879 men, 355 women). Lumber employment starting to rise in face of improved lumber prices. Most logging operations still hampered by road conditions. Area mine enterprises extremely slow. Two highway jobs totaling 1¼ million dollars starting. No large scale building construction at present. Area sugar beet acreages increased by 50% over last year.

POLSON—(522 jobseekers, 71 new, 431 men, 91 women). Movement of seed potatoes from storage cellars to buyers noted during March, several months later than usual. Construction and other outdoor work still lagging despite favorable weather. No new construction starts evident.

SHELBY—(530 jobseekers, 110 new, 392 men, 138 women). Start of spring hiring on varying scales noted in construction, trade, railroads, and agriculture. Construction hiring expected to be below last year. Good signs evident in main street hiring. Brisk hiring in agriculture with most calls for tractor operators and general farm hands.

SIDNEY—(308 jobseekers, 30 new, 264 men, 44 women). Normal spring upswing in both industry and agriculture provided early jobs. Construction employment slow in starting. Some trade industry employees on part-time basis until business conditions improve.

THOMPSON FALLS, Hot Springs—(361 jobseekers, 56 new, 309 men, 52 women). Logging operations starting to improve with firmer roads. Sawmills still on up-and-down basis depending upon log supplies. Moderate construction activity on building, remodeling, and road projects. Small mining operations in area fairly stable.

WOLF POINT, Plentywood, Scobey—(484 jobseekers, 62 new, 407 men, 77 women). Construction workers being recalled as work progresses on grocery store, bank, hospital, new homes, and remodeling projects. Pending projects include retirement home, church, and grain elevator. Main street hiring slow. Oil field employment unchanged with decline noted in exploration work.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	Apr. 1961 (2)	Mar. 1961 (3)	Apr. 1960	Mar. '61 to Apr. '61	Apr. '60 to Apr. '61
NON-AGRICULTURAL INDUSTRIES	163,400	160,200	163,400	3,200	00
Manufacturing	18,100	17,800	19,300	300	— 1,200
Durable goods	11,100	10,900	11,900	200	— 800
Lumber and timber products	6,100	6,000	6,300	100	— 200
Primary metals	3,500	3,400	4,100	100	— 600
Other (4)	1,500	1,500	1,500	00	00
Nondurable goods	7,000	6,900	7,400	100	— 400
Food and kindred products	4,000	3,900	3,900	100	100
Printing and publishing	1,600	1,600	1,600	00	00
Petroleum refining	900	900	1,000	00	— 100
Other (5)	500	500	900	00	— 400
Mining	6,900	6,800	7,500	100	— 600
Metal mining	3,900	3,900	4,900	00	— 1,000
Coal, quarrying and nonmetallic	700	700	700	00	00
Petroleum-natural gas production	2,300	2,200	1,900	100	400
Contract Construction	11,300	10,400	10,200	900	1,100
Contractors, building construction	4,700	4,400	4,000	300	700
Contractors, other than building	2,400	2,000	2,600	400	— 200
Contractors, special trade	4,200	4,000	3,600	200	600
Transportation and utilities	18,000	17,800	19,000	200	— 1,000
Interstate railroads	8,300	8,100	9,000	200	— 700
Transportation except railroads	3,700	3,700	4,000	00	— 300
Utilities including communication	6,000	6,000	6,000	00	00
Trade	39,900	38,900	40,000	1,000	— 100
Wholesale trade	8,400	8,300	8,600	100	— 200
Retail trade	31,500	30,600	31,400	900	100
General merchandise and apparel	5,900	5,700	5,900	200	00
Food stores	5,200	5,000	4,600	200	600
Eating and drinking establishments	7,600	7,000	7,600	600	00
Automotive and filling stations	6,400	6,400	6,600	00	— 200
Retail trade not elsewhere classified	6,400	6,500	6,700	— 100	— 300
Finance, insurance and real estate	7,200	7,200	6,700	00	500
Services and miscellaneous	22,500	21,900	22,400	600	100
Hotels, rooming houses, camps, etc.	2,700	2,300	2,700	400	00
Personal services	2,000	2,000	2,100	00	— 100
Other (6)	17,800	17,600	17,600	200	200
Government	39,500	39,400	38,300	100	1,200
Federal	9,500	9,300	9,700	200	— 200
State and local	30,000	30,100	28,600	— 100	1,400
Great Falls Area (Cascade County)	21,100	20,500	20,200	600	900
Manufacturing	3,100	3,000	3,000	100	100
Contract construction	2,100	1,900	1,800	200	300
Transportation and utilities	1,900	1,900	2,000	00	— 100
Trade, wholesale and retail	5,800	5,600	5,500	200	300
Services and miscellaneous (7)	4,700	4,600	4,500	100	200
Government	3,500	3,500	3,400	00	100

Statewide employment estimates revised on the basis of more complete reports. Industry detail for the period January, 1959 to date, will be supplied in a future supplement to this publication.

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 762 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,194 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN APR. 1961 AND APR. 1960

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								UI Claims* Wk. 5-6	
	Apr. 1961		Apr. 1960		Apr. 1961		Apr. 1960		Apr. 1961				Apr. 1960					
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1961	1960
Anaconda	45	6	119	21	522	85	279	54	85	19	104	17	70	16	86	30	490	154
Billings	590	155	602	156	3,047	640	2,487	616	494	366	860	277	539	359	898	290	1,823	1,416
Bozeman	161	36	229	56	607	156	582	127	160	100	260	70	165	99	264	74	281	201
Butte	232	43	532	139	2,319	592	1,840	412	57	25	82	22	101	23	124	30	1,284	796
Cut Bank	82	25	76	26	428	148	509	164	49	68	117	45	40	64	104	61	237	335
Dillon	95	38	98	40	202	38	137	24	46	131	177	89	40	121	161	50	119	84
Glasgow	83	20	211	36	709	226	674	174	51	48	99	22	172	137	309	121	547	429
Glendive	45	7	131	33	240	69	254	58	69	32	101	26	105	93	198	53	162	72
Great Falls	652	190	483	138	2,570	711	1,736	511	316	198	514	183	356	326	682	228	1,062	1,075
Hamilton	69	16	39	7	488	112	312	77	40	39	79	11	45	48	93	28	280	211
Havre	93	15	90	11	510	126	311	82	91	118	209	87	144	168	312	122	298	238
Helena	187	37	204	62	851	302	794	253	155	46	201	67	217	48	265	99	496	445
Kalispell	202	43	323	77	2,361	582	2,361	737	169	23	192	53	120	8	128	30	1,585	1,679
Lewistown	75	15	73	15	532	143	153	34	57	92	149	63	70	106	176	83	202	111
Livingston	91	19	190	44	594	141	630	166	48	24	72	21	66	30	96	23	348	390
Miles City	84	19	162	54	356	69	235	64	46	122	168	34	83	68	151	56	266	157
Missoula	436	90	548	167	1,252	361	1,359	406	216	66	282	100	205	68	273	92	881	804
Polson	49	11	92	15	360	99	353	99	92	73	165	66	101	86	187	70	294	296
Shelby	167	60	123	32	317	86	342	108	48	205	253	42	72	208	280	65	230	195
Sidney	28	4	67	14	167	29	144	28	49	44	93	30	53	141	194	39	109	87
Thomp. Falls	43	16	44	12	316	112	300	87	44	11	55	19	45	8	53	18	254	216
Wolf Point	77	12	68	14	325	76	361	86	33	47	80	27	21	77	98	26	251	214
TOTALS	3,586	877	4,504	1,169	19,073	4,903	16,153	4,367	2,415	1,897	4,312	1,371	2,830	2,302	5,132	1,688	11,499	9,605

*Include 332 claims of the Fed. UC Program 298 same a year ago. Claims under the Fed. TEC program not included.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Apr.(1) 1961	Mar.(2) 1961	Apr. 1960	Apr.(1) 1961	Mar.(2) 1961	Apr. 1960	Apr.(1) 1961	Mar.(2) 1961	Apr. 1960
All Manufacturing	$ 95.98	$ 94.98	$ 92.58	38.7	38.3	38.1	$ 2.48	$ 2.48	$ 2.43
Durable goods	95.50	91.96	90.24	39.3	38.0	38.4	2.43	2.42	2.35
Primary metals	97.91	98.75	94.53	38.7	39.5	38.9	2.53	2.50	2.43
Nondurable goods	100.62	101.14	97.64	38.7	39.2	37.7	2.60	2.58	2.59
Food and kindred products	84.00	86.11	85.44	40.0	41.4	40.3	2.10	2.08	2.12
All Mining	100.75	102.17	99.71	38.6	38.7	39.1	2.61	2.64	2.55
Metal mining	101.27	101.27	98.53	38.8	38.8	39.1	2.61	2.61	2.52
Transportation and Utilities (except Rys.)	95.71	96.53	98.87						
Transportation (except railroads)	101.51	100.55	117.22						
Utilities and communication	92.30	93.93	86.91	38.3	39.3	38.8	2.41	2.39	2.24

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns. (3) Data not available due to strike in metal mining a year ago.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

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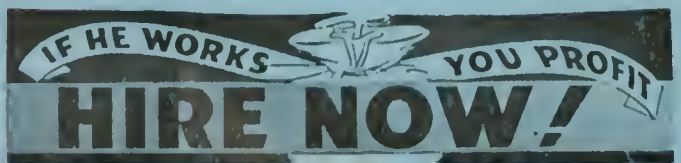

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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